



**BOARD OF VISITORS
GOVERNANCE AND COMPENSATION COMMITTEE
9:30 A.M.
DECEMBER 10, 2021
JAMES CABELL LIBRARY
901 PARK AVENUE, ROOM 311, RICHMOND, VIRGINIA
&
VIRTUAL**

MINUTES

COMMITTEE MEMBERS PRESENT

Ms. Carolina Espinal, *Chair*
Ambassador Carmen Lomellin, *Vice Chair*
Ms. Pam El
Mr. Todd P. Haymore
Mr. Keith Parker
Ms. Alexis N. Swann

BOARD MEMBERS PRESENT VIRTUALLY

Mr. Peter Farrell

OTHERS PRESENT

Ms. Chelsea Gray, *Assistant Secretary and Board Liaison & Executive Assistant to the President*
Ms. Cathleen Burke, *Associate Vice President Human Resources*
Members of the VCU Police Department
Staff from VCU
Members of the Media

CALL TO ORDER

Ms. Carolina Espinal, Chair of the Governance and Compensation Committee, called the meeting to order at 9:32 a.m.

ACTION ITEMS

Committee Charter, Dashboard, and Planner

Ms. Carolina Espinal, Chair, reminded the committee members that they have received and should have reviewed the committee charter, dashboard, and planner.

Ms. Espinal proposed that the charter be updated to include in the purpose of the committee that it is to assist the Board of Visitors in fulfilling its objectives and responsibilities and oversight of the Board of Visitors Self-Evaluation. There were no questions raised by the committee.

On a motion duly made and seconded the revised Charter was approved by a roll call vote:

<u>Vote</u>	<u>Ayes</u>	<u>Nays</u>
Ms. Carolina Espinal	X	
Ambassador Carmen Lomellin	X	
Ms. Pam El	X	
Mr. Peter Farrell	X	
Mr. Todd P. Haymore	X	
Mr. Keith Parker	X	
Ms. Alexis N. Swann	X	

A copy of the revised Governance and Compensation Committee Charter is attached hereto as ***Attachment A*** and is made a part hereof.

Alcohol and Other Drugs Policy

Ms. Carolina Espinal, Chair then directed the committee's attention to the Alcohol and Other Drugs Policy. She explained that the policy is reviewed every even year, but it was reviewed for the following substantive changes to the policy:

- Provide clarity about the offices with authority to interpret and apply the policy based upon the relationship of the individual with the institution. Specifically, the Assistant Vice President for Human Resources will interpret and apply policy for staff; the Senior Vice Provost for Faculty Affairs will interpret and apply policy for faculty; and the SVP For Student Affairs within the Division of Student Affairs will interpret and apply the policy for students.
- Marijuana is specifically clarified in the policy to account for recent changes in state law within Virginia. The policy recognizes marijuana is still a controlled substance according to federal law, and as such, we treat it according to that guidance in order to ensure compliance with the Drug Free Campuses and Schools act. Not doing so could potentially jeopardize federal funding.
- A medical amnesty policy has specifically been included, which is modeled upon the policy in the Title IX policy as well as state law providing similar amnesty for individuals seeking assistance for overdoses.
- Off-campus policy enforcement for employees is clarified that the prevailing policy for such conduct would be the VCU Criminal Convictions Investigations Policy.

Virginia Commonwealth University
Board of Visitors
Governance and Compensation
Committee December 10, 2021 Minutes

The committee members discussed the importance of messaging this to the student body. The committee asked that leadership continue to inform the board of any changes to communications, the policy, and the procedures.

On a motion duly made and seconded the revised Alcohol and Other Drugs Policy was approved by a roll call vote:

<u>Vote</u>	<u>Ayes</u>	<u>Nays</u>
Ms. Carolina Espinal	X	
Ambassador Carmen Lomellin	X	
Ms. Pam El	X	
Mr. Peter Farrell	X	
Mr. Todd P. Haymore	X	
Mr. Keith Parker	X	
Ms. Alexis N. Swann	X	

A copy of the revised Alcohol and Other Drugs Policy is attached hereto as ***Attachment B*** and is made a part hereof.

ADJOURNMENT

There being no further business, Ms. Carolina Espinal, Chair, adjourned the meeting at 9:57 a.m.

ATTACHMENT A

VIRGINIA COMMONWEALTH UNIVERSITY BOARD OF VISITORS

GOVERNANCE AND COMPENSATION COMMITTEE CHARTER

I. PURPOSE

The primary purpose of the Governance and Compensation (“Committee”) is to assist the Board of Visitors in fulfilling its objectives and responsibilities related to applicable policy/ies and oversight of:

- University Governance Issues
- Relationship with affiliated VCU Entities
- BOV Nominations to Governor
- Presidential Evaluation and Compensation Process
- Board of Visitors Self-Evaluation

The Committee is responsible for reviewing University Governance Policies and make recommendations to the Board of Visitors for the purpose of maintaining sound governance. In addition, the Committee will serve in the role of the Presidential Evaluation and Compensation Committee per the policy which will be reviewed annually.

University management is responsible for day to day operation of the University within the established authorities, under the direct guidance of the President.

II. COMPOSITION AND INDEPENDENCE

The Committee will be comprised of three or more Visitors. In addition to complying with the Commonwealth of Virginia’s Conflict of Interest laws and any University policies, each member must be free from any financial, family or other material personal relationship that, in the opinion of the Board or the Committee members, would impair their independence from management and the University. Committee members should also refrain from activities that a reasonable person would view as unethical or contrary to the institutional mission.

III. RESPONSIBILITIES

In performing its oversight responsibilities, the Committee shall:

A. General:

1. Adopt a formal written charter that specifies the Committee’s scope of responsibility. The charter should be reviewed annually and updated as necessary.
2. Maintain minutes of open session meetings and consistent with state law, meet in closed session when applicable.
3. Report Committee actions to the Board of Visitors with such recommendations as the Committee may deem appropriate.

4. Become well acquainted with all of the information and pertinent facts under the purview of the Committee.
5. Ensure that the institution is operating appropriately with regard to governance.

B. Shared Governance:

1. Review the BOV and affiliated entities' bylaws, charters, and management agreements for inclusion of agreed upon common elements, as appropriate.

Review and recommend approval of the guidelines for VCU affiliated entities with regard to compliance (e.g., conflict of interest, investment management, COC participation, etc....)

C. Evaluation and Compensation:

1. Review and recommend approval of Presidential Evaluation Policy and Timeline.
2. Review Presidential Goals as outlined in the Presidential Evaluation Policy
3. Review Results of Evaluation; the Proposed Compensation and Proposed Presidential Goals

D. Administration:

1. Review committee dashboard.
2. Review and approve any significant changes to the Committee calendar and charter.
3. Review best practices for board governance, including review of the current board of visitor's statement of governance and governance training sessions.
4. Review the set of qualifications and competencies for membership on the board as needed.
5. Review Board Policies.
6. Review BOV Bylaws to determine if same are in compliance with legislation and requirements of accreditation bodies (e.g., SACS).
7. Review orientation and continuing education process for visitors that includes training on the Virginia Freedom of Information Act (§ 2.2-3700 et seq.) Create, monitor, oversee, and review compliance with a code of ethics for visitors

IV. MEETINGS

The Committee will meet at least four times annually. Additional meetings may occur more frequently as circumstances warrant. Senior leadership will coordinate with the Committee Chair prior to each Committee meeting to finalize the meeting agenda and review the matters to be discussed.

**VCU**

ATTACHMENT B

EXECUTIVE SUMMARY OF PROPOSED POLICY: Alcohol & Other Drugs

New Policy ☐ or Substantive Revision ☒

Policy Type: Board of Visitors

Responsible Office: Division of Student Affairs, VCU Human Resources, Office of the Provost

Draft Date: 06/11/2021

Initial Policy Approved: 09/1991

Revision History:

09/1991
11/10/1999
5/17/2002
11/16/2006
5/09/2014
03/22/2018

VCU Alcohol and Drug Policy
VCU Alcohol and Drug Policy
VCU Alcohol and Drug Policy
VCU Alcohol and Drug Policy
Alcohol and Other Drugs
Alcohol and Other Drugs (9/1/2020: Minor revision to update hyperlinks and office names]

Governance Process Tracking:

Integrity & Compliance Office Review: 05/28/2021

University Counsel Review: 06/09/2021

Public Comment Posting: 8/26/2021

University Council Academic Affairs and University Policy Committee Review: 10/28/2021

University Council Review: 11/04/2021

President's Cabinet Approval:

Board of Visitors Approval (if applicable):

1. Why is this policy being created <input type="checkbox"/> or revised <input checked="" type="checkbox"/>?	To comply with the Drug Free Campuses and Schools Act, the alcohol and other drug policy must be reviewed and revised as appropriate in even numbered years. Per the federal statute, the AOD Task Force appointed by the Provost reviewed the AOD policies and practices and reviewed and revised the AOD policy as necessary. This revised policy is a result of that process.
2. <u>New policy</u> <input type="checkbox"/>: What are the general points or	<p>The substantive changes to the policy are as follows:</p> <ul style="list-style-type: none">• Provided clarity about the offices with authority to interpret and apply the policy based upon the relationship of the individual with the institution. Specifically, the Assistant Vice President for Human Resources will interpret and apply

<p>requirements covered in this policy?</p> <p>Revised policy ☒: What are the substantive differences between this draft and the current policy?</p>	<p>policy for staff; the Senior Vice Provost for Faculty Affairs will interpret and apply policy for faculty; and the SVP For Student Affairs within the Division of Student Affairs will interpret and apply the policy for students.</p> <ul style="list-style-type: none"> • Marijuana was specifically clarified in the policy to account for recent changes in state law within Virginia. Similar to institutions located in states that have previously decriminalized marijuana, the policy recognizes marijuana is still a controlled substance according to federal law, and as such, we treat it according to that guidance in order to ensure compliance with the Drug Free Campuses and Schools act. Not doing so could potentially jeopardize federal funding. • A medical amnesty policy has specifically been included, which is modeled upon the policy in the Title IX policy as well as state law providing similar amnesty for individuals seeking assistance for overdoses. This policy provides an opportunity for educational sanctions, but allows students to seek help for themselves or others without fear of student conduct sanctions for any students involved who may have engaged in prohibited conduct as described in this policy. • Off-campus policy enforcement for employees was clarified that the prevailing policy for such conduct would be the VCU Criminal Convictions Investigations Policy.
<p>3. Which stakeholder offices or personnel have provided input into this policy draft?</p>	<p>The following offices and personnel were consulted:</p> <ul style="list-style-type: none"> • Senior Vice Provost for Faculty Affairs • Alcohol and Other Drugs Task Force • Collegiate Recovery • University Counseling Services • VCU Police Department • Office of Student Conduct and Academic Integrity • Residential Life and Housing • VCU Human Resources • University Counsel • VCU College and Behavioral Health Institute • Division of Student Affairs • Office of the Provost • Office of the Dean of Students • VCU Health Human Resources • Alcohol and Other Drugs Advisory Committee
<p>4. Which other universities' policies or resources (e.g., laws, regulations, etc.) did you</p>	<p>We considered the following:</p> <ul style="list-style-type: none"> • Drug-Free Workplace Act of 1988 and implementing regulations at 34 CFR Part 84, https://www.ecfr.gov/cgi-bin/retrieveECFR?gp=&SID=0593ca209d0a62cb0ba6f0729262fe6c&mc=true&r=PART&n=pt34.1.84 • The Drug-Free Schools and Communities Act of 1989, codified at 20 U.S.C. § 1011i. Drug and alcohol abuse prevention, https://www.govinfo.gov/app/details/USCODE-2011-title20/USCODE-2011-

<p>consider when preparing this draft?</p>	<p>title20-chap28-subchapl-partB-sec1011i, and its implementing regulations at 34 CFR Part 86, https://www.ecfr.gov/cgi-bin/text-idx?SID=393301a7cdcca1ea71f18aae51824e7&node=34:1.1.1.1.30&rqn=div5</p> <ul style="list-style-type: none"> • Commonwealth of Virginia Policy on Alcohol and Other Drugs (Employees only) http://www.dhrm.virginia.gov/docs/default-source/hrpolicy/assets/pol1_05alcoholanddrugssummary.pdf?sfvrsn=2 • VCU Policy: Family and Medical Leave • VCU Policy: Accessibility and Reasonable Accommodation for Individuals with Disabilities • Commonwealth of Virginia policy: Employee Standards of Conduct http://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol1_60.pdf?sfvrsn=2 • VCU Policy: Faculty Promotion and Tenure Policies and Procedures • VCU Policy: Administrative and Professional Faculty and Faculty Holding Administrative Appointments • VCU Policy: Student Code of Conduct • Guide to Residential Living (updated annually) • Procedures for Parental Notification • VCU Policy: Preventing and Responding to Discrimination
<p>5. What is your general assessment of this policy's impact on the university community?</p>	<p>The impact is broad and wide-ranging, as it impacts how various conduct policies related to alcohol and other drugs are administered. Specifically, the additions of a medical amnesty policy for students and clarifying how marijuana use is handled under this policy are important for the community to know and understand.</p>
<p>6. What is your plan to implement this new policy or policy revision (e.g., raise awareness and train relevant audiences and monitor for compliance)?</p>	<p>As part of the Drug-Free Schools and Campuses act, we are required to provide an annual notice to this policy, which we will continue to do. This will occur in the fall semester. New students will also be provided with this information as part of a new program being developed by the Division of Student Affairs to implement Alcohol.Edu as part of orientation.</p>



Alcohol and Other Drugs

Policy Type: Board of Visitors

Responsible Office: Division of Student Affairs, Office of the Provost, Human Resources

Initial Policy Approved: 09/1991

Current Revision Approved:

Policy Statement and Purpose

The purpose of this policy is to promote the health, safety and welfare of members of the Virginia Commonwealth University community and the public served by the university. VCU recognizes that substance use disorders are treatable medical conditions. As such, this policy balances the need for VCU to support individuals seeking recovery with the safety and health of the entire university population. This policy encourages help-seeking while also outlining consequences for violation of the community standards for conduct, specifically standards regarding unauthorized substance use. To support our students and employees, VCU's policy:

- Encourages all members of the community to attend to the safety and well-being of each other and actively seek help for an alcohol or other drug related emergency.
- Encourages individuals to seek help if they are concerned that they or their family members may have a drug and/or alcohol problem.
- Encourages individuals to use the services of qualified professionals in the community to assess the seriousness of substance use disorders and identify appropriate sources of help.
- Provides a current list of VCU resources.
- Allows the use of accrued paid or unpaid leave for employees while seeking treatment for substance use disorders.

In accordance with the federal and state law/policy, VCU prohibits the unlawful possession, use, or distribution of drugs and alcohol by students and employees on university property, or as part of or affecting any university activity. Marijuana (cannabis) is a controlled substance under federal law and therefore its possession, use, or distribution is prohibited by this policy as a drug, regardless of any law of the Commonwealth of Virginia that may permit its possession or use. For students, as stated in the Student Code of Conduct, the Director of Student Conduct and Academic Integrity or designee shall decide at their sole discretion on a case-by-case basis whether the Student Code of Conduct shall be applied to conduct occurring off campus, including conduct prohibited by this policy. For employees, VCU Human Resources will review any violations of this policy occurring off campus in accordance with VCU Criminal Convictions

Investigations Policy. The conduct described in this paragraph is referred to in this policy as Prohibited Conduct.

Any employee or student who violates this policy is subject to disciplinary action up to and including termination of employment or expulsion from the university under applicable university employee or student conduct policies. In addition, to promote the safety of members of the University community, VCU may refer information related to such a violation to appropriate law enforcement officials and/or require satisfactory participation in an appropriate evaluation or rehabilitation program.

In accordance with the law and university policies on (1) Preventing and Responding to Discrimination and (2) Accessibility and Reasonable Accommodation, VCU does not discriminate on the basis of disability in admission, employment or access to its programs and activities and provides reasonable accommodation for individuals with disabilities.

VCU supports an environment free from retaliation. Retaliation against any individual who brings forth a good faith concern, asks a clarifying question, or participates in an investigation is prohibited.

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Who Should Know This Policy

All VCU faculty, staff and students are responsible for knowing this policy and familiarizing themselves with its contents and provisions.

Definitions

Amnesty: The offering of protection from discipline under university policies to individual(s) involved in a potential violation of a law or policy when certain conditions are met.

Employee: For the purpose of this policy, any person (faculty and/or staff) with a direct employment relationship with VCU, including those who work on a part-time or temporary basis. An individual can hold a status as both a student and employee. Cases arising under this policy will be addressed consistent with the role principally held by such individuals in the context of the alleged incident.

Prohibited Conduct: The unlawful possession, use, or distribution of drugs and alcohol by students and employees on university property, or as part of or affecting any university activity. Marijuana (cannabis) is a controlled substance under federal law and therefore its possession, use, or distribution is prohibited by this policy as a drug, regardless of any law of the Commonwealth of Virginia that may permit its possession or use.

Recovery: Beyond changing an individual's use of substances, it is a deeper process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.

Student: The term "Student" includes all persons taking courses through VCU, either full-time or part-time, on-line or in-person, single or dual enrolled, pursuing undergraduate, graduate or professional studies. "Student" also includes all persons who withdraw after allegedly violating university policy, persons who are not enrolled officially for a particular term but who have not officially withdrawn from the university, persons who have been notified of their acceptance for admissions, and persons living in VCU residence halls regardless of course enrollment.

Substance Use Disorder: The current terminology used in the DSM-V to cover a wide range of issues or symptoms that potentially develop when individuals use alcohol or other drugs.

University Property: Any property owned, leased, or controlled by Virginia Commonwealth University.

Workplace: Any state-owned or -leased property or any site where official duties are being performed by a VCU employee.

Contacts

The Senior Vice Provost for Student Affairs officially interprets this policy for students, the Assistant Vice President for Human Resources officially interprets this policy for staff, and the Senior Vice Provost for Faculty Affairs officially interprets this policy for faculty. The Assistant Vice Provost for Health and Wellness with the Division of Student Affairs is responsible for obtaining approval for any revisions through the

appropriate governance structures. Please direct general policy questions to the Division of Student Affairs 804-828-1244.

Policy Specifics and Procedures

Education and Resources

- The Office of the Provost and VCU Human Resources will distribute at least annually in writing to all employees and students this policy, together with information regarding alcohol and other drug counseling, treatment and rehabilitation programs, descriptions of the health risks associated with alcohol and other commonly misused drugs, and descriptions of applicable legal sanctions under state and federal law for the unlawful possession or distribution of controlled substances, illegal drugs, and alcohol.
- Specific resources at the university and in the surrounding community for employees and students needing additional information or support related to an alcohol or other drug use issue are regularly updated and can be accessed through the [VCU Alcohol and Other Drug Resources and FAQ page](#).
- Educational information on the [health risks of alcohol and other drugs](#) is publicly available and regularly updated by the Advisory Committee on Alcohol and Other Drugs.
- The provost-appointed Advisory Committee on Alcohol and Other Drugs will write a biennial report in even years reviewing the program's educational effectiveness and the consistency of enforcement sanctions.

Accessing Support and Treatment for Recovery

- VCU recognizes that substance use disorders are treatable illnesses. VCU also realizes that early intervention and support improve the success of rehabilitation.
- Specific resources at the university and in the surrounding community for employees and students with a substance use disorder are regularly updated and can be accessed through the [VCU Alcohol and Other Drug Resources and FAQs page](#).
- In accordance with the law, VCU does not discriminate on the basis of disability in admission, employment, or access to its programs and activities and provides reasonable accommodation for individuals with disabilities. Current illegal drug use is excluded from the definition of disability under the Americans with Disabilities Act (ADA), but substance use disorder may be a covered disability. An individual with a disability may include a person who is in or has completed a drug treatment program or has been otherwise rehabilitated and is no longer using drugs. Contact VCU's ADA Coordinator at (804) 828-8532 or ADAservices@vcu.edu.
- Additional assistance for students:
 - Students can contact the Dean of Students Office to learn more about requesting a medical leave of absence.
- Additional procedural assistance for employees:
 - An employee eligible for family and medical leave (FMLA) shall be permitted to take a leave of absence to undergo treatment in an approved alcohol or drug treatment program. A request for leave by an employee who is ineligible for FMLA will be considered on a case by case basis.

Relevant Federal and State Legal Sanctions

Members of the VCU community are subject to and should be aware of the potential consequences for conduct involving drugs and alcohol under state and federal law. As required by the Federal Drug-Free Schools and Communities Act of 1989, some of the pertinent laws and references to sanctions are referenced below.

Virginia law

Title 18.2 of the Code of Virginia describes crimes and penalties. An offense is generally classified in the Code of Virginia as a misdemeanor or a felony, depending upon the type and the amount of the substance(s) involved. Penalties can include both civil and criminal and range in severity from fines to loss of driver's license to imprisonment.

<https://law.lis.virginia.gov/vacode/title18.2/>

Virginia's Alcohol Beverage Control Act contains a variety of provisions governing the possession, use and consumption of alcoholic beverages: <https://www.abc.virginia.gov/enforcement/virginia-codes-and-regulations>

Federal law

The U.S. Department of Justice's Drug Enforcement Administration (DEA) enforces the federal Controlled Substances Act, 21 U.S.C. §§ 801 et seq. Part D describes offenses and penalties.

<https://www.deadiversion.usdoj.gov/21cfr/21usc/>

Policy Enforcement for Employees

- Employees are prohibited from engaging in any of the following acts:
 - The unlawful possession, use, or distribution of drugs and/or alcohol on university property, or as part of any university activity, or off campus.
 - Reporting to or remaining at work impaired by or under the influence of alcohol or drugs except from the use of drugs for legitimate medical purposes
 - Violation of any criminal drug law based upon conduct occurring either in or outside the workplace
 - Violation of any law that governs driving while intoxicated based upon conduct occurring in the workplace
- Supervisors are required to immediately report such occurrences to Human Resources, Office of Employee Relations.
- Violation of any of the foregoing prohibitions may subject an employee to disciplinary action including, but not limited to termination or suspension, in accordance with applicable state and university policies.
- Employees are also subject to the VCU Criminal Convictions Investigations Policy, which may include alcohol or other drug related criminal convictions.

Policy Enforcement for Students

- A student found responsible for Prohibited Conduct is subject to disciplinary action up to and including expulsion from the university in accordance with university policies, including the *Student Code of Conduct* and applicable Residential Life and Housing policies.
 - Medical Amnesty: If a student seeks medical assistance for themselves or others due to the use of alcohol or drugs, neither the student seeking assistance nor the student needing aid will be subject to disciplinary action by the university for prohibited conduct under this policy. In these circumstances, the university reserves the right to mandate that the student(s) participate in academic programming or a medical intervention related to alcohol or drug use. In the case of a student with additional university responsibilities (i.e. teaching assistants or resident advisers) potential disciplinary action may occur as stated in the policies related to those additional responsibilities.
- As a result of any violation of this policy, a student may be referred to an appropriate educational, evaluation or rehabilitation program or offered community service, in lieu of suspension or dismissal. Satisfactory participation in any such program is to be determined by the appropriate university official who may consult with the individual or organization providing the evaluation or rehabilitation program, coordinating the community service, and/or conducting the educational program. Participation in any such program may postpone completion of degree requirements.
- When students under the age of 21 are found responsible for violating alcoholic beverage and/or drug laws or policies, VCU may notify their parent or guardian of such violations at the time of the notification in accordance with the Family Educational Rights and Privacy Act (FERPA).

Procedures for University Events Where Alcohol Is Served

- Students, employees, contractors, and guests must conduct themselves in accordance with the laws of the Commonwealth of Virginia and assume full responsibility for their activities while sponsoring or attending university events where alcohol is served.
- Individuals who host or organize a university event, on- or off-campus, where alcohol is served must:
 - Comply with applicable federal law, state law, and Virginia ABC regulations
 - In conducting an event, complete the following:
 - Request and complete the Alcohol Authorization Agreement form by emailing uscaevent@vcu.edu.
 - Execute an agreement with a third party vendor with an ABC license setting forth that the vendor is responsible for adhering to applicable laws and regulations. (Obtaining an ABC license rather than using a third party vendor requires special exemption from the Senior Vice Provost for Student Affairs or designee).
 - Pay security costs incurred in connection with the event. For events on University property, VCU Police determine the cost and the level of security required.
 - The event must be in accordance with the Office of Procurement Services [Allowable Expenditures and Required Documentation Chart](#), including utilizing only local or private funds to pay for the purchase of alcoholic beverages. There must be a clear business purpose for the function that supports the university's mission and is approved by the appropriate leadership (e.g., chair/director and

vice provost/dean/designee). For more information, see <http://procurement.vcu.edu/i-want-to/make-a-purchase/know-what-you-can-and-cannot-buy/allowable-business-expenditure-chart/>.

- For university events, any publication, advertisement or announcement whose actual or intended recipients are primarily persons under 21 years of age must not mention or depict alcoholic beverages. Distribution of any publication, advertisement or announcement that mentions or depicts alcoholic beverages should be limited primarily to persons 21 years of age or older and such publication, advertisement, or announcement must contain a requirement of proof of age.

Forms

- Email uscaevent@vcu.edu for Alcohol Authorization Agreement Form

Related Documents

1. Drug-Free Workplace Act of 1988 and implementing regulations at 34 CFR Part 84, <https://www.ecfr.gov/cgi-bin/retrieveECFR?gp=&SID=0593ca209d0a62cb0ba6f0729262fe6c&mc=true&r=PART&n=pt34.1.84>
2. The Drug-Free Schools and Communities Act of 1989, codified at 20 U.S.C. § 1011i. Drug and alcohol abuse prevention, <https://www.govinfo.gov/app/details/USCODE-2011-title20/USCODE-2011-title20-chap28-subchapl-partB-sec1011i>, and its implementing regulations at 34 CFR Part 86, <https://www.ecfr.gov/cgi-bin/text-idx?SID=393301a7cdcca1ea71f18aae51824e7&node=34:1.1.1.1.30&rqn=div5>
3. Commonwealth of Virginia Policy on Alcohol and Other Drugs (Employees only) http://www.dhrm.virginia.gov/docs/default-source/hrpolicy/assets/pol1_05alcoholanddrugssummary.pdf?sfvrsn=2
4. VCU Policy: [Family and Medical Leave](#)
5. VCU Policy: [Accessibility and Reasonable Accommodation for Individuals with Disabilities](#)
6. Commonwealth of Virginia policy: Employee Standards of Conduct http://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol1_60.pdf?sfvrsn=2
7. VCU Policy: [Faculty Promotion and Tenure Policies and Procedures](#)
8. VCU Policy: [Administrative and Professional Faculty and Faculty Holding Administrative Appointments](#)
9. VCU Policy: [Student Code of Conduct](#)
10. Guide to Residential Living (updated annually)
11. [Procedures for Parental Notification](#)
12. VCU Policy: [Preventing and Responding to Discrimination](#)

Revision History

This policy supersedes the following archived policies:

Approval/Revision Date	Title
09/1991	<i>VCU Alcohol and Drug Policy</i>
11/10/1999	<i>VCU Alcohol and Drug Policy</i>
5/17/2002	<i>VCU Alcohol and Drug Policy</i>
11/16/2006	<i>VCU Alcohol and Drug Policy</i>

5/09/2014
03/22/2018

Alcohol and Other Drugs
Alcohol and Other Drugs (9/1/2020: Minor revision to update
hyperlinks and office names]

FAQs

Will the VCU Police Department enforce federal or state law regarding marijuana?

The VCU Police Department is a law enforcement entity under the laws of the Commonwealth of Virginia. Therefore, the Department will enforce Virginia law. The VCU Police Department will, upon request, assist or support federal law enforcement if necessary. For more specific information please contact the VCU Police Department directly.

Under this policy are university employees subject to discipline from VCU for activities involving drugs or alcohol that occur off campus?

Under this policy employees are subject to discipline for the *unlawful* possession, use, or distribution of drugs and/or alcohol. Whether the possession, use or distribution of drugs and/or alcohol is unlawful is subject to decision of law enforcement and the respective federal or state court.

Other Frequently Asked Questions related to this policy are regularly updated and can be accessed through the [VCU Alcohol and Other Drug Resources and FAQ page](#).